

P.R.I.D.E.



Remember Our Troops

Our motto: Professionalism, Respect, Integrity, Dignity, Excellence

WORK

DOC Shows its Heart after Hurricanes

More than three dozen Department of Correction staff have selflessly given of their time in the Hurricane ravaged areas of the southern United States. The Department had the most volunteers of any state agency. Those who have reached out to help others in need include officers, counselors, nurses, chaplains and personnel from maintenance, fiscal and human resources. They have served with the Red Cross, the Federal Emergency Management Agency and the military. This issue features a sampling of their personal experiences, beginning on page 2 with a piece submitted by Counselor Tracy Hartshorn, who served with the Red Cross in Mississippi. For their commitment and dedication to others, we are immensely proud that they are our colleagues.



(Above Right) Tracy Hartshorn of OCPM/MacDougall-Walker CI in Mississippi. Story on page 2

From the Commissioner

Whenever I speak about our agency and specifically about you, our staff, you will hear me use the words commitment, dedication and especially our motto, P.R.I.D.E. Those of us who have made corrections our career know that these words represent the guiding principles that are a requirement of our profession. Of late however, I have come to realize that even these words may be inadequate in describing the response of our staff to the human misery that Hurricanes Katrina and Wilma left behind in our southern states. As you know, Governor M. Jodi Rell authorized state employees 10 days leave to volunteer if they so wished in the affected areas.



Continued on Page 7, *Commissioner*

* ~ ~ ~ ~ *

Our Mission

The Department of Correction shall protect the public, protect staff, and provide safe, secure and humane supervision of offenders with opportunities that support successful community reintegration

* ~ ~ ~ ~ *

About and for
correctional
professionals

November 6 - 19,
2005

Hurricane Relief

The following was submitted by Counselor Tracy Hartshorn of OCPM/MacDougall-Walker CI.

On 10/07/05, I arrived in Gulfport/Biloxi, Mississippi to begin my two-week volunteer experience with the American Red Cross. I was housed with 700 other volunteers from all over the country, in a warehouse at the U.S. Naval Airbase in Biloxi.

I had one of the most favorable positions, which was an (ERV) Emergency Response Vehicle helper. An ERV is designed to serve hot meals and cold drinks to people in need.

I worked at Kitchen 7, which was located in the Mississippi First Baptist Church parking lot in Biloxi. The church volunteers were responsible for cooking approximately 10,000 hot meals per day. I personally handed out 400 meals a day to people in need.

One day we were provided with a large bag of donated new stuffed animals to hand out to children on our routes. One thing to remember, these children lost everything; toys, clothes, etc. Handing a child a brand new stuffed animal, watching their eyes light up with so much joy, made every minute of my time worth while.

The devastation in Mississippi was an unbelievable sight. I took many photos, which could never express the complete devastation these people suffered. Only cement slabs remain in place of homes and businesses. Other areas suffered severe water damage resulting in the demolishing of their homes. Many people expressed their disappointment in the insurance companies unwilling to cover any of their loss by Hurricane Katrina. I spoke with one of my clients whose house was flooded and developed severe black mold; the insurance company refused to cover any costs of reconstruction. They claim the house was previously neglected. Fortunately a builder from New England received several donations and offered to demolish and rebuild his house exactly as it was...for free.

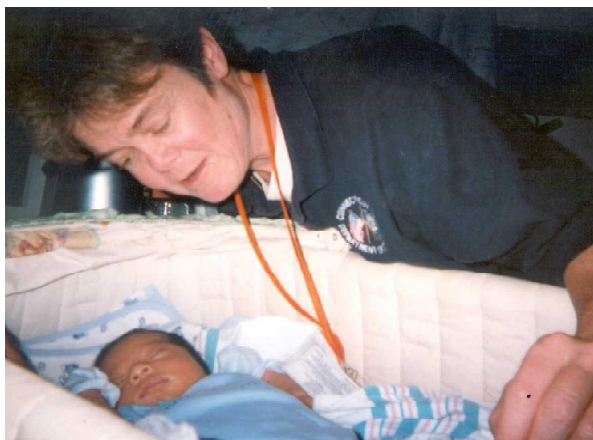
Continued on Page 5, *Relief*

Hurricane Wilma

The following was submitted by Personnel Officer Pam Connelly, who served as a Red Cross Volunteer with relief efforts for Hurricane Wilma.

There was no crying or fussing – just a tiny, tiny peaceful smile. This little guy, smaller than your forearm, was born during Hurricane Wilma’s devastation. He lives in the rear of a small trailer in southwest Florida with his grandparents and very young mom and dad. His home is a little crowded, rusty, musty and dark – its rugs had been soaked by rain and its roof partially torn off...but it’s full of love. His mom hemorrhaged for a week after he was born, but is fine now. He was aptly named “Angel,” and I swear he winked at me.

We love your spirit, Angel –
you’re going to be okay.



Pam Connelly with baby “Angel”

At Pride. Work

for
November 6 - 19, 2005

Distributed
bi-weekly to 7,000
staff and via the internet
throughout
Connecticut and the
nation by the Department
of Correction
24 Wolcott Hill Road,
Wethersfield, CT 06109

M. Jodi Rell, Governor

Theresa C. Lantz,
Commissioner

Web address:
www.ct.gov/doc

Public Information Office
telephone:
860.692.7780
fax:
860.692.7783

Welcoming Class 19 Supervisors



Twenty-six Correctional Supervisors were welcomed into the agency on September 21st.

Lt. Horace Allison	MacDougall- Walker CI
Lt. Santos Ayala	MacDougall-Walker CI
CMS Gary Brazil	Manson YI
Lt. Paul Caccavale	Robinson CI
Lt. Cicero Callender	York CI
Lt. Dino Cicchetti	Enfield CI
Lt. Victor Colon	Hartford CC
Lt. Neil Cormier	North District
Lt. Kevin Craig	Bergin CI
Lt. Peaches Douglas	Hartford CC
Lt. Edward Guzman	York CI
Lt. Edwin Irizarry	Garner CI
Lt. James Kanios	Enfield CI
Lt. Melinda McDaniel	Garner CI
CMS Thomas Morrow	South District
Lt. Michael Mahoney	MacDougall-Walker CI
Lt. John Nelson	Garner CI
Lt. Ramon Nunez	MacDougall-Walker CI
Lt. Thomas Provencher	Garner CI
Lt. Nelson Ramos	Northern CI
Lt. John Roby	Bergin CI
Lt. Allen Smith	Bridgeport CC
Lt. Yadira Sterling	Osborn CI
CMS Mark Sullivan	Corrigan-Radgowski CC
CMS William Tkacz	Gates CI
Lt. Rachel Torres	Garner CI

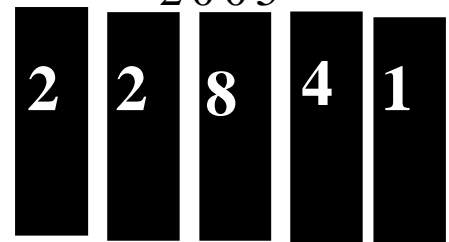
Pride at Work, November 6 - 19 p.3

2005 Care & Share Food Drive

Help feed the hungry - Just fill a grocery bag with non-perishable/canned food items. Bring your non-perishable/canned food donations to your facility. Please drop off your donations before December 9, 2005. Thank you for your generosity!

Supervised Population

on
November 16,
2005



On November 16, 2004 the population was 22,789.

A Note of Thanks

Lt. Beverly Knox of New Haven CC would like to thank her family and friends who participated in the Cancer Awareness Walkathon on August 28, 2005. A total of \$1,500 was raised and donated to the American Cancer Research in Meriden. A thank you also goes out to New Haven CC, Garner, Webster, Cheshire, MYI and Maloney CTSD for their participation.

Native American History Month

The following is an excerpt from a presidential proclamation commemorating November as Native American History Month:

“The strength of our Nation comes from its people. As the early inhabitants of this great land, the native peoples of North America played a unique role in the shaping of our Nation’s history and culture. During this month when we



Eric Gooday, Native American Speaker for the Diversity Council event at Northern CI

celebrate Thanksgiving, we especially celebrate their heritage and the contributions of American Indian and Alaska Native peoples to this Nation. Since our Nation’s birth, pluralism and diversity have been hallmarks of the American experience and success. In 1782, the Founding Fathers chose as our national motto “E Pluribus Unum,” which means “out of many, one”. Today, America’s unity, derived from a mix of many diverse cultures and people, grandly embodies the vision expressed by our Founders.

Continued on Page 5,
Native American

Pride at Work, November 6 - 19 p.4

Volunteers

We are looking for volunteers to help with both set-up and assisting with activities for the DOC Holiday Party on December 2 from 2:00 - 8:00 at the Maloney Center for Training and Staff Development.

We will begin setting up on Dec. 1st. All volunteers need approval from their warden or unit head.

Please contact Lt. Mario Bufalini for details and scheduling at 203-271-5188 or 5100.



**Employee
Assistance
Program**

A Confidential Counseling Service

888-EAP-8900

Did you know ?

Did you know is an informational column written by the Facilities Management and Engineering Unit, aimed at increasing your knowledge of issues in our everyday lives. If you have any questions or an idea for a future column please contact Director David Batten at 860.692.7554. This week’s issue was submitted by PFE 1 Nick Costanzo who can be reached at 860.692.7564.



If you heat your home with oil, did you know you should have your furnace or boiler cleaned and tuned every year? By cleaning your furnace/boiler every year, you will save on fuel consumption and a possible service call throughout the entire heating season. If you do not have an oil company that you do business with on a regular basis, there are plenty of independent “discount oil companies” out there. Most of these discount oil companies have independent service contractors that they can refer to clean your furnace/boiler in the event you should need emergency call service. By using a discount oil company historically you can save as much as 20 to 40 cents a gallon over a traditional oil company.

Continued on Page 5, *Did you know?*

Sincerest Thanks

*The following was submitted by
Warden Eileen Higgins.*

I want to thank everyone who extended well-wishes to me during my recent illness and recovery. It was heartwarming and encouraging to receive so much attention and I believe helped me to regain my health. The support of this department was also well appreciated by my children who shouldered the burden of taking care of “mom” who usually takes care of everyone else! My sincerest thank you to all and it’s great to be back!

Native American, Cont'd

American Indian and Alaska Native cultures have made remarkable contributions to our national identity. Their unique spiritual, artistic, and literary contributions, together with their vibrant customs and celebrations, enliven and enrich our land."

The Northern CI Diversity Council sponsored a 'Native American Day' on October 27th. This celebration featured apple cider, Indian pudding with

whipped cream and a display of Native American artifacts and music. Also on the 27th, the Central Office Diversity Council featured a speaker who is employed by the Mashuntucket Pequot Tribe, Eric Gooday lectured to staff about his experiences of "growing-up & being" a Native American.



Native American artifacts on display at Northern

Pride at Work, November 6 - 19 p.5

Inmates Contribute

Offenders within the custody of the Connecticut Department of Correction have generously donated nearly \$3,500 to relief efforts in the wake of Hurricane Katrina. "A major accomplishment of incarceration is when an offender realizes that concern for others is part of being a good, productive, law abiding citizen, which is clearly demonstrated by the donations that have been made," said Commissioner Theresa C. Lantz.

During the months of September and October, inmates were allowed to designate a portion of their accounts held by the agency to three charities, the American Red Cross, AmericaCares and the Salvation Army. The minimum required to make a donation was \$2.00 although one inmate gave \$200. A total of 242 donations were made by the inmate population.

Did you know?, Cont'd

When an oil burner mechanic comes to your house to perform a boiler cleaning there is at least four basic things that should be completed, they are as follows: Brush and vacuum the boiler, this is when he opens the clean-out ports of the boiler/furnace and brushes them down and vacuums out the soot with a special soot vacuum, this should include the soot that has accumulated in the firebox. Soot is an insulator. It acts as insulation and slows the heat transfer from the burner to the heated medium (water, air or steam). He should also change the oil burner nozzle, which simply threads in and out of the nozzle assembly. And, in my opinion, the most important of all is the oil tank filter which is located on the side of the oil tank down at floor level, this filters out dirt and contaminants before they get to the oil burner. The last thing he should do is to perform an efficiency test to ensure that your oil burner is running at maximum efficiency. The most modern furnaces on the market will provide 86% efficiency. Boilers ten (10) to fifteen (15) years old will provide an efficiency of 80% to 85%.

This whole process should take at least one (1) hour to perform and cost anywhere from \$80.00 to \$150.00 depending on the heating system you have. Always feel free to ask plenty of questions and don't be afraid to peek in periodically to check on his progress and be aware some untrustworthy mechanics have been known to turn on their soot vacs and let it run without even opening the boiler clean-outs. Feel free to contact PFE 1 Nick Constanzo at 860-692-7564 with any questions you may have.

Relief, Cont'd

Before this experience, I as well as many others may have been skeptical about donating for causes, not knowing exactly where the money was going. I have seen first hand where many of these donations go and the amount of hard work people donate to assist in getting people "back on their feet". It truly is beautiful to see our country come together in times of need.

This was such a memorable and valued experience, one that everybody should experience. I met so many great people, whom I hope to remain in contact with for years to come. I've developed wonderful relationships with some of my clients who gave me several special gifts expressing their thanks for my assistance. These residents lost so much and somehow expressed great humor, gratitude and many thanks.

LEaD is Underway

Pride at Work, November 6 - 19 p.6



(L-R) Counselor Supervisor Jerry Wagner, Director Sandra Sawicki and Director Mary Johnson.

The Leadership Excellence and Development (LEaD) initiative is well into its second month. Twelve Correctional Majors and Parole Supervisors comprise the first cohort who are preparing for possible succession into senior level leadership positions. Cohorts Two, Three and Four will be underway in the near future.

The LEaD program is

designed to prepare Department of Correction staff at the level of Correctional Deputy Warden, Correctional Major, and Parole Supervisor for senior level leadership positions.

Preparing experienced correctional managers to “take the next step” on the leadership ladder is challenging. Correctional managers, during the course of their careers, have developed styles that have served them, and the Department, well. Those same styles, or characteristics, may or may not, fit well in a senior level leadership position. Correctional managers also have achieved a level of “technical knowledge” that is formidable in their particular area of expertise. However, there can be gaps in “technical knowledge” particularly when a specific career track was followed.

LEaD addresses these challenges by:

- Focusing on senior level leadership competencies identified through national and local research. Competencies are addressed in a classroom format and are facilitated by current senior level leaders in the department;
- Executive coaching to work with participants on developing senior level leadership behaviors, interpreting feedback from multiple leadership assessments, and developing action plans for development;
- Using assessment tools to give better insight about personal leadership style, competency development, and learning from experiences;
- Project work using an “action learning” format to integrate learning and real work on a project of significance to the Department, and;
- Reading pertinent, timely, up-to-date material on topics that are important for correctional senior level leader development.

LEaD is an innovative approach to public sector senior leadership development that uses “best practice” strategies in workforce development. LEaD is also a “pilot” program for succession management in the Connecticut Department of Correction. Maloney Center for Training and Staff Development ultimately looks to engage other staff at different levels in the organization in this type of developmental activity.

MVP's

Avci, Durmus	Chaplain	HCC
Bartlett, Thomas	CO	BCI
Becker, Allen	CFSS II	MCTSD
Bertrand, Mary	CO	MYI
Bufalini, Mario	Lt	MCTSD
Bulger, James	CO	CCI
Burton, Donald	CFSS II	BCI
Carberry, Michel	CFSS III	BCI
Carney, John	CO	CCI
Crescimanno, Michael	CFSS II	BCI
Cusano, Anthony	Lt	MCTSD
Cyr, Renee	CC	CRCI
DeCusati, Frank	CFSS III	NHCC
Desormiers, Edna	PPO II	CO
DeSouza, Philip	Voc Ed Inst	McWCI
Ethier, David	CO	BCI
Faraday, April	Sec I	CO
Flanagan, Robin	Sec I	CO
Germaine, Michael	CFSS II	BCI
Hassell, Peter	CFSS II	BCI
Hinkson, Dennis	CO	McWCI
Hudson, Morris	Clk Typst	CO
Huffman, David	CO	NCI
Hull, Brenda	CO	CO
Ignacio, Michael	CO	CCI
Jones, Duane	CO	McWCI
Lidwin, Daryl	Cor Ind Supv II	OCI
Lieber, Barbara	Admin Asst	CO
Martinez, Edwin	CO	CTU
Mejias, Cruz	CO	CRCI
Moulton, Mary	Sec 1	CO
O'Grady, Robert	Chaplain	HCC
Oliveri, Rover	Voc Inst	OCI
Pinell, Charles	CFSS III	CRCI
Rodriguez, Robert	CO	MYI
Rosario, Keyra	Sec I	CO
Schabbott, Josephine	AFAO	CO
Schmidt, William	Rec Supv	CRCI
Shortridge, Sandra	Lt	BrgnCI
Siwicki, Brian	Lt	NCI
Sullivan, Loretta	Chaplain	HCC
Taylor, Susan	FAO	CO
Thibodeau, Michael	CO	McWCI
Ware, Leigh	CS	YCI

4th Annual Turkey Carving Demo

Correctional Food Service Supervisor Carlton Vaughn of Cafe 24 wowed staff at Central Office for the Fourth year in a row with his Annual Turkey Carving Demonstration. He shared his expert tips on how to grill a flavorful,



succulent bird. The crowd delighted at his masterful culinary skills as they watched in amazement as he delicately sliced the turkey. Like any big job, roasting a turkey is a lot less intimidating if you approach it step by step. Before you start, remember to thaw a frozen turkey in the refrigerator, where it's too cold for bacteria to grow. Don't thaw a turkey at room temperature; it encourages bacteria growth. Chef Vaughn's rule of thumb is "Slow and low is the way to go." Roast the bird slowly, at a low temperature to ensure that your bird does not dry out from overcooking.

Commissioner, Cont'd

Needless to say, it takes a very special kind of person to want to personally venture into such devastation as we all saw on our televisions. But any thought of hesitation to help others in need is not a trait that applies to our staff. As I write this, some three dozen members of the Department of Correction have left an orderly life behind to do all they can for two weeks in devastated parts of Florida, Louisiana and Mississippi. They include teachers, chaplains, correction officers, counselors, maintenance officers, personnel officers, nurses, and even the Director of Health and Addiction Services. All have described this as a life-changing event that has validated their commitment to others. As the saying goes, uncommon valor such as this is a common trait among our staff. So while commitment, dedication and pride will still be a frequent part of my vocabulary in describing my staff, I am also going to have to start adding the word compassionate to that list.

Pride at Work, November 6 - 19, pg. 7

Calendar

November 3 - December 30 - The CPA Prison Arts Program Alumnae Show will be held at the Charter Oak Cultural Center in Hartford. The exhibit will be on display Monday thru Friday from 1pm until 5pm.



December 2 - Annual DOC Holiday Party at MCTSD from 2 - 8 p.m.



December 17 - Celebrate Christmas with Family & Friends at the Sheraton Hotel at Bradley International Airport, Windsor Locks, CT from 6:30 pm - 1:00 am. DJ Rick'D'Ruler will provide the music. Tickets \$37.00 per person. Parking is free. Photos will be available for \$5.00. Tickets will be available until December 10th. For tickets and info, contact Captain Luna at 860.558.6498.



December 10 - The QWL Committee of Hartford CC will host their Holiday Gathering at Jacqueline's in Plainville. Tickets are \$25 per person. Cocktail Hour begins at 6:30 p.m. Dinner at 8:00 p.m. Music and Dancing until 1:00 a.m. Contact Officer Jalbert at 860.240.1886 for tickets.

December 15 - Nutmeg Big Brothers/Big Sisters presents "Full Moon Margarita Madness" from 4:00p.m. Until 1:00 a.m., on the night of the full moon, at Margarita's Restaurant in East Hartford. Free Food, Prize Give-Aways and Games and Contests such as Rock-Paper-Scissors Tournament, Hula-Hoop Contest, Trivia, Plinko and Scavenger Hunts. A portion of the lounge proceeds from that evening will go to benefit Nutmeg BBBS programs.